

2019 Civil Service Affirmative Action Executive Summary Report

| Job Group | Job Group Description | Asian | Black | Hispanic | Native Am | Hawaiian/PI | Two or More | White | Female | Male | Total Emps | Placement Goal |
|-----------|--|--------|--------|----------|-----------|-------------|-------------|---------|---------|---------|------------|----------------|
| 3A1 | Accountg/Finance Professionals - level 1 | | | | | | | | | | | |
| | 2019 Employees | 7.69% | 0.00% | 3.85% | 0.00% | 0.00% | 0.00% | 88.46% | 84.62% | 15.38% | 26 | * |
| | 2018 Employees | 12.00% | 0.00% | 4.00% | 0.00% | 0.00% | 0.00% | 84.00% | 88.00% | 12.00% | 25 | * |
| 3A2 | Accountg/Finance Professionals - level 2 | | | | | | | | | | | |
| | 2019 Employees | 8.33% | 8.33% | 0.00% | 0.00% | 0.00% | 0.00% | 83.33% | 75.00% | 25.00% | 12 | |
| | 2018 Employees | 0.00% | 10.00% | 0.00% | 0.00% | 0.00% | 0.00% | 90.00% | 70.00% | 30.00% | 10 | |
| 3A3 | Accountg/Finance Professionals - level 3 | | | | | | | | | | | |
| | 2019 Employees | 1.14% | 8.52% | 1.70% | 0.00% | 0.00% | 0.57% | 88.07% | 78.98% | 21.02% | 176 | * |
| | 2018 Employees | 0.65% | 10.32% | 1.29% | 0.00% | 0.00% | 0.00% | 87.74% | 80.00% | 20.00% | 155 | * |
| 3B1 | Engineers - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 8.33% | 0.00% | 0.00% | 0.00% | 0.00% | 91.67% | 0.00% | 100.00% | 12 | * |
| | 2018 Employees | 0.00% | 11.11% | 0.00% | 11.11% | 0.00% | 0.00% | 77.78% | 0.00% | 100.00% | 9 | |
| 3B2 | Engineers - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 2 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |
| 3B3 | Engineers - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 10.00% | 0.00% | 0.00% | 0.00% | 0.00% | 90.00% | 0.00% | 100.00% | 10 | |
| | 2018 Employees | 0.00% | 9.09% | 0.00% | 0.00% | 0.00% | 0.00% | 90.91% | 0.00% | 100.00% | 11 | |
| 3C1 | Human Resources Professionals - level 1 | | | | | | | | | | | |
| | 2019 Employees | 4.55% | 27.27% | 0.00% | 0.00% | 0.00% | 4.55% | 63.64% | 77.27% | 22.73% | 22 | |
| | 2018 Employees | 4.55% | 22.73% | 0.00% | 0.00% | 0.00% | 4.55% | 68.18% | 81.82% | 18.18% | 22 | |
| 3C2 | Human Resources Professionals - level 2 | | | | | | | | | | | |
| | 2019 Employees | 1.47% | 17.65% | 1.47% | 0.00% | 0.00% | 0.00% | 79.41% | 88.24% | 11.76% | 68 | * |
| | 2018 Employees | 1.79% | 19.64% | 1.79% | 0.00% | 0.00% | 1.79% | 75.00% | 91.07% | 8.93% | 56 | |
| 3C3 | Human Resources Professionals - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |
| | 2018 Employees | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 100.00% | 0.00% | 2 | |
| 3D1 | Systems/Network Professionals - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 50.00% | 50.00% | 2 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 33.33% | 66.67% | 3 | * |
| 3D2 | Systems/Network Professionals - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |

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| Job Group | Job Group Description | Asian | Black | Hispanic | Native Am | Hawaiian/PI | Two or More | White | Female | Male | Total Emps | Placement Goal |
|-----------|---|-------|--------|----------|-----------|-------------|-------------|---------|---------|---------|------------|----------------|
| 3D3 | Systems/Network Professionals - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 10.00% | 0.00% | 0.00% | 0.00% | 90.00% | 0.00% | 100.00% | 10 | * |
| | 2018 Employees | 0.00% | 0.00% | 8.33% | 0.00% | 0.00% | 0.00% | 91.67% | 8.33% | 91.67% | 12 | |
| 3E1 | Creative Arts Professionals - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 91.67% | 8.33% | 12 | * |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 91.67% | 8.33% | 12 | * |
| 3E2 | Creative Arts Professionals - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 100.00% | 0.00% | 1 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 100.00% | 0.00% | 1 | |
| 3E3 | Creative Arts Professionals - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 50.00% | 50.00% | 2 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 50.00% | 50.00% | 2 | * |
| 3F1 | College Program Professionals - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 14.29% | 0.00% | 0.00% | 0.00% | 0.00% | 85.71% | 71.43% | 28.57% | 21 | |
| | 2018 Employees | 0.00% | 18.18% | 0.00% | 0.00% | 0.00% | 0.00% | 81.82% | 81.82% | 18.18% | 22 | |
| 3F2 | College Program Professionals - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 94.12% | 5.88% | 17 | * |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 92.86% | 7.14% | 14 | * |
| 3F3 | College Program Professionals - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |
| 3G1 | Medical/Lab Professionals - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 41.67% | 58.33% | 36 | * |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 41.18% | 58.82% | 34 | * |
| 3G2 | Medical/Lab Professionals - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 100.00% | 0.00% | 4 | * |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 100.00% | 0.00% | 4 | |
| 3G3 | Medical/Lab Professionals - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |

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| Job Group | Job Group Description | Asian | Black | Hispanic | Native Am | Hawaiian/PI | Two or More | White | Female | Male | Total Emps | Placement Goal |
|-----------|--|-------|--------|----------|-----------|-------------|-------------|---------|---------|---------|------------|----------------|
| 3H1 | Nurses - level 1 | | | | | | | | | | | |
| | 2019 Employees | 8.70% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 91.30% | 95.65% | 4.35% | 23 | |
| | 2018 Employees | 8.70% | 0.00% | 0.00% | 0.00% | 0.00% | 4.35% | 86.96% | 95.65% | 4.35% | 23 | |
| 3H2 | Nurses - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 100.00% | 0.00% | 3 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 100.00% | 0.00% | 4 | |
| 3H3 | Nurses - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 75.00% | 25.00% | 8 | * |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 80.00% | 20.00% | 10 | * |
| 3Z1 | Other CS Service Professionals - level 1 | | | | | | | | | | | |
| | 2019 Employees | 2.22% | 5.93% | 1.48% | 0.00% | 0.00% | 1.48% | 88.89% | 96.30% | 3.70% | 135 | * |
| | 2018 Employees | 2.22% | 6.67% | 1.48% | 0.00% | 0.00% | 0.74% | 88.89% | 94.81% | 5.19% | 135 | |
| 3Z2 | Other CS Service Professionals - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 2 | * |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 2 | |
| 3Z3 | Other CS Service Professionals - level 3 | | | | | | | | | | | |
| | 2019 Employees | 1.06% | 7.45% | 0.00% | 0.00% | 0.00% | 0.00% | 91.49% | 52.13% | 47.87% | 94 | * |
| | 2018 Employees | 1.03% | 7.22% | 0.00% | 0.00% | 0.00% | 0.00% | 91.75% | 59.79% | 40.21% | 97 | * |
| 4A1 | Systems/Network Technicians - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 100.00% | 2 | |
| | 2018 Employees | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 100.00% | 2 | |
| 4A2 | Systems/Network Technicians - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 66.67% | 33.33% | 3 | * |
| 4B1 | Engineering/Science Technician - level 1 | | | | | | | | | | | |
| | 2019 Employees | 1.37% | 5.48% | 4.11% | 0.00% | 0.00% | 0.00% | 89.04% | 34.25% | 65.75% | 73 | * |
| | 2018 Employees | 0.00% | 4.11% | 6.85% | 0.00% | 0.00% | 0.00% | 89.04% | 34.25% | 65.75% | 73 | * |
| 4B2 | Engineering/Science Technician - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 13.64% | 4.55% | 0.00% | 0.00% | 0.00% | 81.82% | 22.73% | 77.27% | 22 | * |
| | 2018 Employees | 0.00% | 16.00% | 0.00% | 0.00% | 0.00% | 0.00% | 84.00% | 20.00% | 80.00% | 25 | * |

2019 Civil Service Affirmative Action Executive Summary Report

| Job Group | Job Group Description | Asian | Black | Hispanic | Native Am | Hawaiian/PI | Two or More | White | Female | Male | Total Emps | Placement Goal |
|-----------|--|-------|--------|----------|-----------|-------------|-------------|---------|--------|---------|------------|----------------|
| 4B3 | Engineering/Science Technician - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 2 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |
| 4E1 | Health Technicians - level 1 | | | | | | | | | | | |
| | 2019 Employees | 3.17% | 6.35% | 1.59% | 0.00% | 0.00% | 2.38% | 86.51% | 88.10% | 11.90% | 126 | * |
| | 2018 Employees | 2.38% | 7.14% | 0.79% | 0.00% | 0.00% | 2.38% | 87.30% | 87.30% | 12.70% | 126 | |
| 4E2 | Health Technicians - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 4.76% | 0.00% | 0.00% | 0.00% | 0.00% | 95.24% | 85.71% | 14.29% | 21 | * |
| | 2018 Employees | 0.00% | 5.00% | 0.00% | 0.00% | 0.00% | 0.00% | 95.00% | 85.00% | 15.00% | 20 | |
| 4E3 | Health Technicians - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 50.00% | 50.00% | 2 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 50.00% | 50.00% | 2 | |
| 4G1 | Protective Service Workers - level 1 | | | | | | | | | | | |
| | 2019 Employees | 2.82% | 7.04% | 11.27% | 0.00% | 0.00% | 2.82% | 76.06% | 14.08% | 85.92% | 71 | * |
| | 2018 Employees | 2.90% | 5.80% | 8.70% | 0.00% | 0.00% | 2.90% | 79.71% | 14.49% | 85.51% | 69 | * |
| 4G2 | Protective Service Workers - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 5.00% | 10.00% | 0.00% | 0.00% | 5.00% | 80.00% | 15.00% | 85.00% | 20 | * |
| | 2018 Employees | 0.00% | 5.56% | 11.11% | 0.00% | 0.00% | 5.56% | 77.78% | 16.67% | 83.33% | 18 | |
| 4G3 | Protective Service Workers - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 2 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 2 | |
| 4Z1 | Other Technicians/Paraprofess - level 1 | | | | | | | | | | | |
| | 2019 Employees | 6.40% | 12.00% | 3.20% | 0.00% | 0.00% | 3.20% | 75.20% | 60.00% | 40.00% | 125 | |
| | 2018 Employees | 6.25% | 10.16% | 3.91% | 0.78% | 0.00% | 2.34% | 76.56% | 56.25% | 43.75% | 128 | * |
| 4Z2 | Other Technicians/Paraprofess - level 2 | | | | | | | | | | | |
| | 2019 Employees | 5.00% | 8.33% | 0.00% | 0.00% | 0.00% | 2.22% | 84.44% | 44.44% | 55.56% | 180 | * |
| | 2018 Employees | 5.08% | 7.34% | 0.56% | 0.56% | 0.00% | 1.69% | 84.75% | 45.76% | 54.24% | 177 | * |
| 4Z3 | Other Technicians/Paraprofess - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |

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| Job Group | Job Group Description | Asian | Black | Hispanic | Native Am | Hawaiian/PI | Two or More | White | Female | Male | Total Emps | Placement Goal |
|-----------|--|-------|--------|----------|-----------|-------------|-------------|---------|---------|--------|------------|----------------|
| 5A1 | Accounting/Finance Clericals - level 1 | | | | | | | | | | | |
| | 2019 Employees | 2.26% | 9.02% | 1.50% | 0.00% | 0.00% | 1.50% | 85.71% | 79.70% | 20.30% | 133 | |
| | 2018 Employees | 1.71% | 9.14% | 2.86% | 0.00% | 0.00% | 1.14% | 85.14% | 78.29% | 21.71% | 175 | |
| 5A2 | Accounting/Finance Clericals - level 2 | | | | | | | | | | | |
| | 2019 Employees | 4.82% | 7.23% | 2.41% | 0.00% | 0.00% | 1.20% | 84.34% | 80.72% | 19.28% | 83 | * |
| | 2018 Employees | 0.00% | 13.33% | 0.00% | 0.00% | 0.00% | 3.33% | 83.33% | 93.33% | 6.67% | 30 | |
| 5A3 | Accounting/Finance Clericals - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 100.00% | 0.00% | 1 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 100.00% | 0.00% | 1 | |
| 5B1 | Office Support Clericals - level 1 | | | | | | | | | | | |
| | 2019 Employees | 3.85% | 11.54% | 2.31% | 0.00% | 0.00% | 5.38% | 76.92% | 83.08% | 16.92% | 130 | * |
| | 2018 Employees | 3.79% | 12.88% | 1.52% | 0.00% | 0.00% | 2.27% | 79.55% | 85.61% | 14.39% | 132 | * |
| 5B2 | Office Support Clericals - level 2 | | | | | | | | | | | |
| | 2019 Employees | 2.28% | 11.87% | 2.28% | 0.46% | 0.00% | 1.83% | 81.28% | 91.32% | 8.68% | 219 | * |
| | 2018 Employees | 1.44% | 10.58% | 2.40% | 0.00% | 0.00% | 0.96% | 84.62% | 92.31% | 7.69% | 208 | * |
| 5B3 | Office Support Clericals - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 3.75% | 1.02% | 0.00% | 0.00% | 1.37% | 93.86% | 94.54% | 5.46% | 293 | * |
| | 2018 Employees | 0.33% | 2.33% | 1.00% | 0.00% | 0.00% | 1.67% | 94.67% | 95.00% | 5.00% | 300 | * |
| 5C1 | Office Machine Operators - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 100.00% | 0.00% | 1 | |
| | 2018 Employees | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 66.67% | 33.33% | 66.67% | 3 | * |
| 5C2 | Office Machine Operators - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 14.29% | 0.00% | 0.00% | 0.00% | 0.00% | 85.71% | 42.86% | 57.14% | 7 | * |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 40.00% | 60.00% | 5 | |
| 5C3 | Office Machine Operators - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 100.00% | 0.00% | 1 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 100.00% | 0.00% | 1 | |
| 5D1 | Storekeepers/Dispatchers - level 1 | | | | | | | | | | | |
| | 2019 Employees | 3.03% | 39.39% | 6.06% | 3.03% | 0.00% | 3.03% | 45.45% | 27.27% | 72.73% | 33 | * |
| | 2018 Employees | 3.03% | 39.39% | 6.06% | 3.03% | 0.00% | 3.03% | 45.45% | 21.21% | 78.79% | 33 | * |

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| Job Group | Job Group Description | Asian | Black | Hispanic | Native Am | Hawaiian/PI | Two or More | White | Female | Male | Total Emps | Placement Goal |
|-----------|--------------------------------------|-------|---------|----------|-----------|-------------|-------------|---------|---------|---------|------------|----------------|
| 5D2 | Storekeepers/Dispatchers - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 14.29% | 0.00% | 4.76% | 0.00% | 0.00% | 80.95% | 14.29% | 85.71% | 21 | * |
| | 2018 Employees | 0.00% | 19.05% | 0.00% | 4.76% | 0.00% | 4.76% | 71.43% | 14.29% | 85.71% | 21 | * |
| 5D3 | Storekeepers/Dispatchers - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 1 | |
| | 2018 Employees | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 1 | |
| 5Z1 | Other Clericals - level 1 | | | | | | | | | | | |
| | 2019 Employees | 2.13% | 19.15% | 4.96% | 0.00% | 0.00% | 2.84% | 70.92% | 82.98% | 17.02% | 141 | * |
| | 2018 Employees | 3.40% | 19.73% | 3.40% | 0.00% | 0.00% | 3.40% | 70.07% | 79.59% | 20.41% | 147 | |
| 5Z2 | Other Clericals - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 10.00% | 0.00% | 0.00% | 0.00% | 3.33% | 86.67% | 86.67% | 13.33% | 30 | * |
| | 2018 Employees | 0.00% | 8.00% | 0.00% | 0.00% | 0.00% | 0.00% | 92.00% | 84.00% | 16.00% | 25 | * |
| 5Z3 | Other Clericals - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 26.67% | 0.00% | 0.00% | 0.00% | 0.00% | 73.33% | 76.67% | 23.33% | 30 | * |
| | 2018 Employees | 0.00% | 20.59% | 0.00% | 0.00% | 0.00% | 0.00% | 79.41% | 85.29% | 14.71% | 34 | * |
| 6A1 | Auto Mechanics/Body Repair - level 1 | | | | | | | | | | | |
| | 2019 Employees | 5.00% | 10.00% | 5.00% | 0.00% | 0.00% | 0.00% | 80.00% | 0.00% | 100.00% | 20 | |
| | 2018 Employees | 4.76% | 9.52% | 4.76% | 0.00% | 0.00% | 0.00% | 80.95% | 0.00% | 100.00% | 21 | |
| 6A2 | Auto Mechanics/Body Repair - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 2 | |
| 6A3 | Auto Mechanics/Body Repair - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |
| 6B1 | Mechanics/Repair not Auto - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 11 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 10 | |
| 6B2 | Mechanics/Repair not Auto - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |

2019 Civil Service Affirmative Action Executive Summary Report

| Job Group | Job Group Description | Asian | Black | Hispanic | Native Am | Hawaiian/PI | Two or More | White | Female | Male | Total Emps | Placement Goal |
|-----------|-------------------------------------|-------|--------|----------|-----------|-------------|-------------|---------|--------|---------|------------|----------------|
| 6B3 | Mechanics/Repair not Auto - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |
| 6C1 | Machinists - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 6.90% | 0.00% | 0.00% | 0.00% | 3.45% | 89.66% | 0.00% | 100.00% | 29 | |
| | 2018 Employees | 0.00% | 6.06% | 3.03% | 0.00% | 0.00% | 3.03% | 87.88% | 0.00% | 100.00% | 33 | |
| 6C2 | Machinists - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 4 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 4 | |
| 6C3 | Machinists - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 1 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |
| 6D1 | Carpenters - level 1 | | | | | | | | | | | |
| | 2019 Employees | 2.13% | 12.77% | 2.13% | 2.13% | 0.00% | 2.13% | 78.72% | 0.00% | 100.00% | 47 | * |
| | 2018 Employees | 2.17% | 13.04% | 2.17% | 2.17% | 0.00% | 2.17% | 78.26% | 0.00% | 100.00% | 46 | * |
| 6D2 | Carpenters - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |
| 6D3 | Carpenters - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 2 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 2 | |
| 6E1 | Construction Crafts - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 6.25% | 0.00% | 0.00% | 0.00% | 1.04% | 92.71% | 3.13% | 96.88% | 96 | |
| | 2018 Employees | 0.00% | 6.38% | 0.00% | 0.00% | 0.00% | 1.06% | 92.55% | 3.19% | 96.81% | 94 | * |
| 6E2 | Construction Crafts - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 8.33% | 91.67% | 12 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 8.33% | 91.67% | 12 | |
| 6E3 | Construction Crafts - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 9 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 9 | |

2019 Civil Service Affirmative Action Executive Summary Report

| Job Group | Job Group Description | Asian | Black | Hispanic | Native Am | Hawaiian/PI | Two or More | White | Female | Male | Total Emps | Placement Goal |
|-----------|-------------------------------------|-------|--------|----------|-----------|-------------|-------------|---------|--------|---------|------------|----------------|
| 6F1 | Electricians - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 7.14% | 1.02% | 1.02% | 0.00% | 0.00% | 90.82% | 2.04% | 97.96% | 98 | * |
| | 2018 Employees | 0.00% | 6.93% | 1.98% | 0.99% | 0.00% | 0.99% | 89.11% | 1.98% | 98.02% | 101 | * |
| 6F2 | Electricians - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 7 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 8 | |
| 6F3 | Electricians - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 5 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 6 | |
| 6G1 | Print Trades Crafts - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 50.00% | 50.00% | 4 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 33.33% | 66.67% | 3 | |
| 6H1 | Painters - level 1 | | | | | | | | | | | |
| | 2019 Employees | 2.63% | 5.26% | 0.00% | 2.63% | 0.00% | 0.00% | 89.47% | 2.63% | 97.37% | 38 | * |
| | 2018 Employees | 2.50% | 7.50% | 0.00% | 2.50% | 0.00% | 0.00% | 87.50% | 2.50% | 97.50% | 40 | * |
| 6H2 | Painters - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 16.67% | 0.00% | 0.00% | 0.00% | 0.00% | 83.33% | 0.00% | 100.00% | 6 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 5 | |
| 6H3 | Painters - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |
| 6J1 | Plant & Systems Operators - level 1 | | | | | | | | | | | |
| | 2019 Employees | 1.22% | 7.32% | 2.44% | 0.00% | 0.00% | 0.00% | 89.02% | 2.44% | 97.56% | 82 | * |
| | 2018 Employees | 1.25% | 7.50% | 2.50% | 1.25% | 0.00% | 0.00% | 87.50% | 2.50% | 97.50% | 80 | * |
| 6J2 | Plant & Systems Operators - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 8.33% | 0.00% | 0.00% | 0.00% | 91.67% | 8.33% | 91.67% | 12 | |
| | 2018 Employees | 0.00% | 0.00% | 7.69% | 0.00% | 0.00% | 0.00% | 92.31% | 7.69% | 92.31% | 13 | |
| 6J3 | Plant & Systems Operators - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 75.00% | 0.00% | 100.00% | 4 | |
| | 2018 Employees | 0.00% | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 75.00% | 0.00% | 100.00% | 4 | |

2019 Civil Service Affirmative Action Executive Summary Report

| Job Group | Job Group Description | Asian | Black | Hispanic | Native Am | Hawaiian/PI | Two or More | White | Female | Male | Total Emps | Placement Goal |
|-----------|---------------------------------|-------|--------|----------|-----------|-------------|-------------|---------|--------|---------|------------|----------------|
| 6K1 | Metal Craftsmen - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 2.86% | 2.86% | 0.00% | 0.00% | 0.00% | 94.29% | 2.86% | 97.14% | 35 | * |
| | 2018 Employees | 0.00% | 2.86% | 2.86% | 0.00% | 0.00% | 0.00% | 94.29% | 2.86% | 97.14% | 35 | * |
| 6K2 | Metal Craftsmen - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 3 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 3 | |
| 6K3 | Metal Craftsmen - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 2 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 2 | |
| 6Z1 | Other Craftsmen - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 16.00% | 4.00% | 0.00% | 0.00% | 4.00% | 76.00% | 16.00% | 84.00% | 25 | |
| | 2018 Employees | 0.00% | 7.69% | 3.85% | 0.00% | 0.00% | 3.85% | 84.62% | 19.23% | 80.77% | 26 | |
| 6Z2 | Other Craftsmen - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 25.00% | 75.00% | 4 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 5 | |
| 6Z3 | Other Craftsmen - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |
| 7A1 | Vehicle Operators - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 16.67% | 4.76% | 0.00% | 0.00% | 0.00% | 78.57% | 21.43% | 78.57% | 42 | |
| | 2018 Employees | 0.00% | 20.00% | 5.00% | 0.00% | 0.00% | 0.00% | 75.00% | 17.50% | 82.50% | 40 | |
| 7A2 | Vehicle Operators - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0 | |
| 7A3 | Vehicle Operators - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 50.00% | 50.00% | 2 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 50.00% | 50.00% | 2 | |
| 7B1 | Construction Laborers - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 5.26% | 0.00% | 0.00% | 0.00% | 94.74% | 10.53% | 89.47% | 19 | |
| | 2018 Employees | 0.00% | 0.00% | 5.00% | 0.00% | 0.00% | 0.00% | 95.00% | 10.00% | 90.00% | 20 | * |

2019 Civil Service Affirmative Action Executive Summary Report

| Job Group | Job Group Description | Asian | Black | Hispanic | Native Am | Hawaiian/PI | Two or More | White | Female | Male | Total Emps | Placement Goal |
|-----------|------------------------------------|-------|--------|----------|-----------|-------------|-------------|---------|--------|---------|------------|----------------|
| 7B2 | Construction Laborers - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |
| 7B3 | Construction Laborers - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |
| 7C1 | Cleaning Service Workers - level 1 | | | | | | | | | | | |
| | 2019 Employees | 5.67% | 19.85% | 3.97% | 0.57% | 0.00% | 0.57% | 69.38% | 23.82% | 76.18% | 529 | * |
| | 2018 Employees | 5.75% | 20.50% | 3.83% | 0.57% | 0.00% | 0.77% | 68.58% | 23.56% | 76.44% | 522 | * |
| 7C2 | Cleaning Service Workers - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 22.22% | 0.00% | 0.00% | 0.00% | 0.00% | 77.78% | 22.22% | 77.78% | 18 | * |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 42.86% | 57.14% | 7 | * |
| 7C3 | Cleaning Service Workers - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 5.00% | 5.00% | 0.00% | 0.00% | 0.00% | 90.00% | 30.00% | 70.00% | 20 | * |
| | 2018 Employees | 0.00% | 6.67% | 0.00% | 0.00% | 0.00% | 3.33% | 90.00% | 30.00% | 70.00% | 30 | * |
| 7D1 | Food Service Workers - level 1 | | | | | | | | | | | |
| | 2019 Employees | 1.88% | 45.63% | 5.63% | 0.63% | 0.00% | 2.50% | 43.75% | 51.25% | 48.75% | 160 | * |
| | 2018 Employees | 1.35% | 46.62% | 6.08% | 0.68% | 0.00% | 3.38% | 41.89% | 52.70% | 47.30% | 148 | * |
| 7D2 | Food Service Workers - level 2 | | | | | | | | | | | |
| | 2019 Employees | 1.87% | 32.71% | 5.61% | 0.00% | 0.00% | 6.54% | 53.27% | 39.25% | 60.75% | 107 | * |
| | 2018 Employees | 1.00% | 37.00% | 6.00% | 0.00% | 0.00% | 4.00% | 52.00% | 41.00% | 59.00% | 100 | * |
| 7D3 | Food Service Workers - level 3 | | | | | | | | | | | |
| | 2019 Employees | 7.69% | 23.08% | 3.85% | 0.00% | 0.00% | 7.69% | 57.69% | 42.31% | 57.69% | 26 | * |
| | 2018 Employees | 8.00% | 24.00% | 0.00% | 0.00% | 0.00% | 8.00% | 60.00% | 44.00% | 56.00% | 25 | * |
| 7E1 | Personal Service Workers - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 1 | |
| 7F1 | Farm Laborers - level 1 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 3 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 3 | |

| 2019 Civil Service Affirmative Action Executive Summary Report | | | | | | | | | | | | |
|--|-------------------------------------|-------|--------|----------|-----------|-------------|-------------|---------|--------|---------|------------|----------------|
| Job Group | Job Group Description | Asian | Black | Hispanic | Native Am | Hawaiian/PI | Two or More | White | Female | Male | Total Emps | Placement Goal |
| 7Z1 | Other Service/Maintenance - level 1 | | | | | | | | | | | |
| | 2019 Employees | 2.08% | 20.83% | 2.08% | 2.08% | 0.00% | 0.00% | 72.92% | 12.50% | 87.50% | 48 | * |
| | 2018 Employees | 2.00% | 20.00% | 2.00% | 2.00% | 0.00% | 0.00% | 74.00% | 10.00% | 90.00% | 50 | * |
| 7Z2 | Other Service/Maintenance - level 2 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 7 | * |
| | 2018 Employees | 0.00% | 12.50% | 0.00% | 0.00% | 0.00% | 0.00% | 87.50% | 0.00% | 100.00% | 8 | |
| 7Z3 | Other Service/Maintenance - level 3 | | | | | | | | | | | |
| | 2019 Employees | 0.00% | 20.00% | 0.00% | 0.00% | 0.00% | 0.00% | 80.00% | 0.00% | 100.00% | 5 | |
| | 2018 Employees | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% | 5 | * |
| | 2019 Employees | 100 | 512 | 104 | 11 | 0 | 62 | 3228 | 2099 | 1918 | 4017 | |
| | 2018 Employees | 92 | 503 | 99 | 14 | 0 | 57 | 3194 | 2069 | 1890 | 3959 | |
| ** Every Job Group has an additional 7% goal for Individuals with Disabilities (IWD) as per Section 503 of the Rehabilitation Act of 1973 | | | | | | | | | | | | |
| *** The entire CS workforce has an additional 7% goal for Veterans as per the Vietnam Era Veteran's Readjustment Assistance Act (VEVRAA) | | | | | | | | | | | | |